

# TRAINING



## Taking the stress out of stress management

A unique stress management training programme  
run for your employees, at your premises

This new **in-house training programme** presents organisations with an exciting opportunity to train individuals, teams or departments in the effective management of stress, to the benefit of the whole organisation.



- > The law – what organisations have to know and have to do
- > How to carry out a Stress Risk Assessment
- > Practical action plans for interventions that work
- > The two underlying causes of all stress
- > Managing personal stress – applying the principles of positive psychology
- > Separating stress from depression
- > Is stress the same as pressure?
- > The seven keys to preventing stress



# Programme

The programme can be tailored to the client's needs and can be delivered to managers, employees or mixed groups. Typical modules are set out below.

## Stress management at an organisational level

### *How to effectively manage organisational stress*

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#### **Stress and the law**

- Statute law
- Civil law
- Case law update

#### **What is stress costing you?**

- Contribution to sickness absence
- Hidden costs of stress
- Doing the sums: the case for action

#### **A wider perspective on mental health**

- Overview of mental health conditions
- Signs and symptoms
- What you can do – and what you can't

#### **Stress Risk Assessment**

- HSE Management Standards
- Alternative approaches
- The next steps

#### **Options for intervention**

- A model of employee stress
- Primary, secondary and tertiary interventions
- Sources of information and support

#### **Impact of corporate style and culture**

- The stress culture
- Managers – stress victims or carriers?
- Five steps to change a culture

## Stress management at an individual level

### *How to tackle the root causes of stress*

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#### **The underlying psychology of stress**

- From judgement to awareness
- The two underlying causes of all stress

#### **The body's reaction to stress**

- Fight or flight – fact or fiction?
- What goes on in the brain?
- Does diet make a difference?

#### **Stress management in practice**

- The seven keys to preventing stress
- Effective habits for everyday life
- The work/life puzzle

#### **Where stress meets depression**

- What's the difference?
- Should I see the doctor?
- How can work help?

#### **The challenge of change**

- From danger to opportunity
- Mastery of fear
- Changing yourself – hold the vision

#### **The confidence factor**

- Self esteem – the elusive key
- Build on your strengths
- The inner voice – is it worth listening?

# The course providers

**Nice Work** brings unique knowledge and experience to the provision of high quality consultancy and training. Nice Work run a range of training programmes which provide delegates with a varied, interesting and enjoyable experience that leads to lasting change – the key aim of any training. Nice Work specialises in training in the following areas: stress management; effective communication; managing change; the expert manager; emotional intelligence; the power of positive psychology; and recruitment and selection.

**The At Work Partnership** specialises in providing expert information to occupational health professionals. We are well known for running high quality, good value conferences which bring together some of the top speakers in their fields, carrying out in-depth research studies, and publishing the journal *Occupational Health [at Work]* which provides legal, practical and management occupational health information. In addition, we have expertise in running in-house training to meet particular client requirements.

# Taking the stress out of stress management

## Why is stress management vital?

### It's the law

Stress is the subject of growing legal attention and the number of successful claims against employers is increasing. A recent House of Lords finding held that employers are liable for the stress-inducing behaviour of their managers. The results of these claims are high costs for compensation and increased insurance premiums as well as unwelcome adverse publicity.

### Stress makes people ill

Stress is the leading cause of employee absence from work, with a cost to employers of at least £3 billion per annum. In addition, stress is a key factor behind many other employee illnesses. Stressed employees adversely influence their colleagues, and are less committed and productive at work.

This training package deals with workplace stress from both the employer's and the employee's viewpoint. It provides up to date, practical and stimulating guidance on how best to comply with the law and, at the same time, achieve a happier, more productive workplace.

## How will this in-house training benefit your organisation?

Stress training in-house has some real benefits over externally organised training courses. An in-house event is a powerful team bonding opportunity as people share ideas and thoughts together, reinforcing the effectiveness of the training. It is highly cost-effective and makes efficient use of time since staff do not have to travel to a training venue. Presented by two expert trainers, specialising in stress management, the training will be tailored to meet the precise needs of the organisation.

### You will gain:

- An opportunity to train key individuals, key teams or departments
- An understanding of how to manage organisational stress

- Up to the minute knowledge of recent legal developments and how these affect your organisation
- Practical advice on how to carry out a Stress Risk Assessment and develop a Stress Action Plan
- Effective techniques for managing personal and work-related stress and increasing personal happiness and effectiveness

## Who is the training designed for?

Since the programme is run in-house for a particular organisation, it can be tailored to meet the needs of any employee group, including:

- Occupational health physicians and nurses
- HR professionals
- Managers
- Safety and health practitioners
- Workplace counsellors
- Trade union representatives

**We think this course can change the way your organisation manages stress. Here are just a few comments from some of our recent clients:**

*"Very enjoyable and valuable – plenty of food for thought. Content appropriate and extremely well planned, following a clear and logical progression. Thank you."*

Mary Lacey, CEO, The Chartered Society of Physiotherapy

*"This course takes stress management to a more effective level. In terms of its interest, applicability and thought provocation the workshop comes highly recommended... Get to hear it if you can!"*

Andrew Laing, Union Steward, Shropshire County Primary Care Trust

*"I am now much stronger as a manager and more relaxed and happier as a person. The training was invaluable."*

Jill Evans, Manager, Four Seasons Health Care

*"Excellent – all was relevant and interesting... met the needs of all present."*

Pauline Wright, Hospital Director, Priory Hospital

## The trainers

### John Humphrey, BSc FIOSH FIRM FRSM

John was formerly head of the Employment Risk Consulting practice of Marsh UK. John has been training large and smaller organisations in effective stress management for the last 20 years, and advises many leading employers on health and employment issues. He is a Fellow of the Institutes of Risk Management and Occupational Safety and Health, and of the Royal Society of Medicine. An author and lecturer, he is also an authority on risk management, business expansion and people development.

His books include:

*Looking After Corporate Health: A Guide to Protecting the Health and Productivity of People in the Business Environment* and *Fast Track to the Top: 10 Skills for Career Success*.

### Adrienne Green, BSc PgDHP FNHC

Adrienne has practised for many years as a psychotherapist and psychotherapy supervisor within both private and National Health mental health care services. Adrienne has in-depth knowledge and expertise in the field of mental health. In particular she has worked with people suffering with severe stress, anxiety and depression. Adrienne has lectured at Lancaster University on theories of counselling and psychotherapy and on a range of topics relating to professional and personal development.

Adrienne has recently published her new book:

*Out Of The Blue: A Practical Guide to Overcoming and Preventing Depression*.

# Enquiry Form

## Taking the stress out of stress management

### *The management of employee stress and mental health*

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To find out more about this training package, please either complete the form below, or call us on 020 8888 1431 and we will be delighted to help.

Our trainers work nationwide, and the training can be run for just one or two key employees or larger groups and departments. The programme can be tailored to meet your individual needs.

#### Your details

Title \_\_\_\_\_

First name \_\_\_\_\_

Surname \_\_\_\_\_

Position \_\_\_\_\_

Organisation \_\_\_\_\_

Address \_\_\_\_\_

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Postcode \_\_\_\_\_

Tel \_\_\_\_\_

Fax \_\_\_\_\_

e-mail address \_\_\_\_\_

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To process this order, your details will be held on our database. We would like to keep you informed about relevant publications, conferences and special offers from **The At Work Partnership** by post, telephone, fax or e-mail. Please contact us if you do not want to be kept up to date with this information.

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#### PLEASE COMPLETE THE FORM AND SEND TO:

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3 Woodfield Way, Bounds Green, London N11 2NP

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